

Dept. of Natural Resources Facts – FY '12

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General Information

Address: Wallace Building
502 East 9th Street
Des Moines, IA 50319-0034

Workforce Data (unless otherwise noted, information provided is at the end of FY '12)

# FT EEs: 921	# PT EEs: 1	# Temporary EEs: 309	Average Length of Service: 14.70
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Span of Control: 11.65	Total Unemployment Insurance Claims: 43
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Employee Age Groups				Supervisor Age Groups				Females		Males	
<25	2	45-54	254	<25	0	45-54	27	# of Females:	269	# of Males:	652
25-34	201	55-64	183	25-34	5	55-64	27	% of WF:	29.21%	% of WF:	70.79%
35-44	266	65+	15	35-44	18	65+	2	Average Age:	45.60	Average Age:	45.21
Employee Average Age: 45.32				Supervisor Average Age: 50.09				Average Length of Service: 13.71		Average Length of Service: 15.11	

Minorities		Non-minorities		Breakout of Minorities		Did Not Respond	
# of Minorities:	45	# of Non-minorities:	873	# African-American:	9	# of "did not respond":	3
% of Workforce:	4.89%	% of Workforce:	94.79%	# Asian/Pacific Island:	19	% of Workforce:	0.33%
Average Age:	47.07	Average Age:	45.26	# Am. Indian/Alaskan:	10	Average Age:	36.91
Average Length of Service:	13.93	Average Length of Service:	14.77	# Hispanic or Latino:	7	Average Length of Service:	6.33

Persons With Disabilities		Persons With No Disabilities		Did Not Respond	
# of Persons With Disabilities:	22	# of Persons With No Disabilities:	840	# of "did not respond":	59
% of Workforce:	2.39%	% of Workforce:	91.21%	% of Workforce:	6.41%
Average Age:	49.60	Average Age:	45.01	Average Age:	48.24
Average Length of Service:	19.23	Average Length of Service:	14.46	Average Length of Service:	16.50

Officials/Administrators EEO Category 1: 93	Professionals EEO Category 2: 524	Technicians EEO Category 3: 153	Protective Service: Sworn EEO Category 4: 108
Protect. Serv.: Non-Sworn EEO Category 5: 0	Administrative Services EEO Category 6: 38	Skilled Craft EEO Category 7: 4	Service/Maintenance EEO Category 8: 1

Separation Rate: 4.20%	Hire Rate: 1.72%	Number Hires: 13	Transfer In: 3
Retirements: 17	All Terminations: 6	Voluntary Quits: 11	Transfer Out: 5

# of Classes Used: 76	Most Populous Classes: Environmental Specialist (100), Natural Research Tech 2 (85), Conservation Officer (82)		
Separations - By Class:	Clerk-Advanced (3), Environmental Specialist (3), Information Tech Specialist 2 (3)		
# Eligible for Retirement:	24 Protect Serv 196 General – in next 5 yrs	% Eligible (Prot Serv): 22.22%	% Eligible (General): 24.11

Leave and Benefits (unless otherwise noted, information provided is at the end of FY '12)

Vacation Payouts: \$337,089.83	Sick Leave Payouts: \$26,273.82	Annual Payroll: \$62,489,640.79	Avg. Base Salary: \$63,009.20	Overtime Days Worked: 204.7
Overtime Cost: \$58,996.96	Reassignment Pay: \$0	Recruitment Bonus Pay: \$0	Retention Pay: \$0	Exceptional Job Performance Pay: \$0
Vacation Pay - Earned Value: \$4,633,758.53	Vacation Days Earned: 18,853.0	Vacation Used Expense: \$4,276,701.37	Vacation Days Taken: 17,278.0	
Sick Leave Days Earned: 13,479.5	Reg. Sick Leave Used Expense: \$1,213,872.46	Reg. Sick Leave Days Used: 5,223.6	Converted Sick Leave To Vacation Days Used: 1,952.1	
Sick Leave -Earned Value: \$3,106,299.24		Avg. Sick Leave Days Per EE: 5.67	Converted Sick Leave To Vacation Used Expense: \$501,359.96	
Injury Leave Used Expense: \$7,228.04	Injury Leave Days Used: 36.0	Classification Appeals: 0	Reclassifications Up (Filled): 12 Up (Vacant): 1 Down (Filled): 0 Down (Vacant): 0 Lateral (Filled): 3 Lateral (Vacant): 0 Approx. Annual New Cost of Reclassified Positions:* \$102,668.80	Grievances Contract Grievances: 4 Disciplinary: 1 Language: 3 Non-Contract Grievances: 0 Disciplinary: 0 Language: 0 Arbitrations: 1
Funeral Leave Used Expense: \$33,845.26	Funeral Days Used: 143.4	Extraordinary Pay: \$0		
Jury Leave Used Expense: \$6,140.34	Jury Leave Days Used: 21.5	Special Duty Pay: \$0		

* based on difference between average of old and new pay grade FY '12. Vacancies and laterals were not calculated into the "cost."

Sources: Data Warehouse Queries; "Just the Facts for FY12" Almanac; Department of Management; DAS-HRE Labor Relations Team.

Date of Completion: December 2012